

A Scale of Mobbing Impacts

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Abstract

The aim of this research was to develop the Mobbing Impacts Scale and to examine its validity and reliability analyses. The sample of study consisted of 509 teachers from Sakarya. In this study construct validity, internal consistency, test-retest reliabilities and item analysis of the scale were examined. As a result of factor analysis for construct validity three factors emerged which named organizational behavior, individual effect, and learned resourcefulness consisting of 29 items which accounted for the 57 % of the total variance. The internal consistency reliability coefficients were .92 for organizational behavior, .83 for individual effect, and .63 for learned resourcefulness. The findings also demonstrated that item-total correlations ranged from .32 to .92. Test-retest reliability coefficients were .53 and .89 for three subscales, respectively. According to these findings the Mobbing Impact Scale can be named as a valid and reliable instrument that could be used in the field of organization.

Key Words

Mobbing's Effects, Validity, Reliability.

The concept of mobbing was used to define the behaviors of animals frightening away a threat or a hunting enemy in 1960s (Lorenz, 2008). For instance, Lorenz observed that a goose cannot attack a fox on its own, but in case a lot of geese come together to join their forces, they can frighten away and even injure a fox (Dökmen, 2008) . On the other hand, the concept of mobbing was used to define the aggressive behaviors of the groups of little children towards an alone and weak child (Tinaz, 2006). A lot of researches have been conducted in many countries such as Ireland, Sweden, Finland, Austria, Hungary, Italy and France with the help of Leymann's studies (Çobanoğlu, 2005).

Victims are exposed to systematic humiliation and their personal rights are held during the mobbing process. There are some immoral and hostile behaviors towards the victim and it is expected mobbing occur quite often (at least once a week) or in long term (at least six months) (Leymann & Gustafsson, 1996). Mobbing, at the same time, is the misusage of power. Tyran, most probably, enjoys the troubles and the weakness of emotions of the victim (The Harvard Mental Health Letter, 2001). On the other hand, mobbing is the aggressive behaviors that are not reflected explicitly such as abuse (Fineman, Sims, & Gabriel, 2005).

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In addition to the general researches about mobbing (Casimir, 2002; Field, 1996; Lewis & Orford, 2005; Mikkelsen, 2004; Namie & Namie, 2003; Yamamoto 2007, 2008; Zapf & Einarsen, 2001), researches have been conducted in the fields of the psychological effects of mobbing (DiMartino, 2003; Leymann & Gustaffson, 1996; Lynch & O'Moore, 2004; Mikkelsen & Einarsen, 2002), its reasons (Einarsen, 1999; Einarsen, Raknes, & Matthiesen, 1994; Erikssen & Einarsen, 2004; Hoel, 2004; Sheehan, Barker, & Rayner, 1999; Zapf, 1999). Moreover, according

to Leymann, 15% of the suicides are directly related with mobbing in working places in Sweden. This indicates how important the concept of mobbing is.

As a concept "Mobbing" is defined as emotional assaults, subjected to an employee working in an organization, and done for different reasons, by the superior(s)/colleague(s) or subordinate(s). After all, in the studies of mobbing, it is seen that although the contents are the same, different concepts are interchangeably used. For example the terms "bullying/victimization, emotional abuse, maltreatment/mistreatment, harassment and abuse" are some of the concepts often used to define mobbing (Yaman, 2007, 2009).

When the researches in Turkey are taken into consideration (Bahçe, 2007; Dilman, 2007; Ertürk, 2005; Gökçe, 2006; Gücenmez, 2007; Güneş, 2006; İşık, 2007; Kılıç, 2006; Yaman, 2007; Yavuz, 2007), it is seen that descriptive style researches are made depending on the basis of Leymann's typology.

According to modern management paradigms in order for employees to have happy work environment, get satisfaction from their work, able to work peacefully in the business environment, both for organizational behavior and quality of life and health is very important. Therefore, reliable and valid measurement tools related to mobbing are very important for working life. As a result of literature review a measurement tool was not found related to this concept in our country. In this context, the purpose of this study was to develop a valid and reliable measurement tool in order to evaluate effects of mobbing employees' exposure.

Method

The sample of study consists of 509 teachers who employed in different school levels in Sakarya, Turkey. Of all the participants, 165 were female; 344 were male. The mean age of the participants was 32 years.

As a first step of the procedure, relevant literature and studies of mobbing were examined. Relevant literature has been reviewed in order to identify the behaviors that can be listed under the banner of "mobbing". Following the identification of mobbing behaviors, pre-form was developed, consisting 32 items. The items of the pre-form were evaluated in terms of content validity by academicians and scaling experts. After the correction and eliminations 29 items retained for the scale. In this study exploratory and confirmatory factor analysis were performed to examine the factor structure of the

scale according to the data obtained from the Turkish teachers. To understand whether a model is consistent with the data, the Goodness-of-Fit Index (GFI) and the Comparative-Fit Index (CFI) should be above .97. The Standardized Root Mean Square Residual (RMSEA), however, should be .05 or below to indicate a satisfactory fit. In addition to these, whether or not items have a significant factor loading and regardless of factor correlations and item errors display significant relationships have also been examined. Also re-test and internal consistency reliabilities and item analysis of the inventory were examined.

Results

As a result of factor analysis for construct validity three factors emerged which named organizational behavior, individual effect, and learned resourcefulness consisting of 29 items which accounted for the 57 % of the total variance. Factor loadings ranged from .33 to .92 for organizational behavior, .54 to .74 for individual effect, and .32 to .84 learned resourcefulness. Similarly, the results of CFA indicated that the model was well-fit and Chi-Square value ($\chi^2=3241.46$, $N=509$, $sd=853$, $p=0.00$) which was calculated for the adaptation of the model was found to be significant. The goodness of fit index values of the model were RMSEA=.070, NFI=.96, CFI=.97, NNFI=.97, AGFI=.75, and SRMR=.074. The internal consistency reliability coefficients were .95 for organizational behavior, .94 for individual effect, and .81 for learned resourcefulness. Test-retest reliability coefficients were .78 and .91 for three subscales, respectively. The item-total correlations ranged from .53 to .89.

AGFI, CFI, NNFI in evaluating the concordance of the data with the models was established with confirmatory factor analysis (Anderson & Gerbing, 1984; Büyükköztürk, Akgün, Kahveci, & Demirel, 2004; Byrne, 1998; Sümer, 2000; Şimşek, 2007). In this evaluation, in case the ratio of χ^2/sd is 5 and less, it is accepted that the concordance of the data with the models is quite good. Whether the value of RMSEA is close to zero and less than 0.05 shows that the concordance of the data with the models is perfect. However, this concordance can be accepted to be good up to 0.08. Moreover, in case of this ratio to be more than 0.90, the concordance of the data with the models is perfect. It is accepted that 0.85 and above for CFI, 0.80 and above for AGFI to be enough for model data concordance. 0.90 and above shows the perfection of model data concordance for CFI and NNFI (Anderson & Gerbing;

Sümer). When the concordance indexes of the survey are examined, it is seen that they are acceptable. According to these findings, it can be said that the survey has construct validity. Internal consistency (alpha) and test-retest coefficients are calculated for the reliability of the survey.

The coefficient of internal consistency of Mobbing's Effects Survey which consists of twenty-nine items and three sub-factors is found to be 96. Coefficients of internal consistency of the survey's sub-dimensions are like that: it is found 95 for the first sub-dimension (organizational behavior), 94 for the second sub-dimension (individual effects) and 81 for the third sub-dimension (learned strength). These are acceptable values for reliability. There is a meaningful relationship between the two measurements. Test re-test results of 185 people participated in the survey are investigated. As a result of test re-test, the correlation between the first and the second measurement is found to be 81. This finding is an acceptable value for the reliability of Mobbing's Effects Survey. As a result of validity and reliability studies, it is seen that the survey is valid and reliable.

Discussion

The aim of this research was to develop MSE and to examine its psychometric properties. Overall findings demonstrated that this scale had acceptable and high validity and reliability scores (Büyüköztürk, 2004; Tabachnick & Fidell, 1996; Tezbaşaran, 1996). So, this scale can be named as a valid and reliable instrument that could be used in the field of education. However, because participants were teacher, examination of the factor structure of MSE for targeting other populations should be made.

Conclusion

The psychometric properties of the Scale Effects Mobbing were examined that in the light of the findings resulting from the work a scale was developed to be used as a tool to be valid and reliable measurements. However, it can be said that using Scale Effects Mobbing in research will provide important contributions to the measured power.

There are findings about the close relationship between mobbing and organizational culture which consists of organizational behavior (Vartia, 1996; Vickers, 2006; Yaman, 2007, 2010; Yaman, Vidinlioğlu, & Çitemel, 2010). There are also findings about the individual effects of mobbing on the victim. Chronic sleep disorders, chronic fatigue

syndrome, tachycardia, the difficulty in breathing, stomachache are among some of them (Björkqvist, Österman, & Hjelt-Bäck, 1994; Blasé & Blase, 2003; Leymann, 1996; Yaman, 2007). Moreover, it can be mentioned about the findings which relate mobbing to learned strength such as; activated defense mechanism, unresponsiveness, resigning or indicating to resign (Björkqvist et al.; Blasé & Blase; Bren & McNamara, 2004; Cusanck, 2000; Davenport, Schwartz, & Elliott, 2003; Mikkelsen & Einarsen, 2002; Leymann; Lewis, 2004; Tinaz, 2006; Yaman, 2007, 2010; Zapf, 1999). These finding are accordant with factor names which constitute the sub-dimensions of the survey and contents; and also support the factor names.

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